

Employment and Labor Management Policy

Principles

YNZ Interior Co., Ltd. realizes that the company's employees are valuable personnel and are an important part in driving the organization towards success and sustainable growth. The company therefore places importance on caring for and treating employees and workers fairly and on the basis of respect for human rights, emphasizing the promotion of participation and valuing differences in order to create value for employees and workers and inspire them to work to their full potential.

The company's employment and labor management policies are set to be consistent with the company's human rights policy issued and announced, as well as labor laws of the countries in which the company operates, international standard criteria that the company adheres to, the company's management policy, and the company's Code of Conduct.

Scope

This Policy applies to the operations of YNZ Interior Co., Ltd. both in Thailand and abroad, including forwarding it to the Company's business partners to apply in their operations and promote the participation of those involved in the supply chain who are identified as being of primary importance to respecting the human rights of all stakeholders.

Definitions

Company : YNZ Interior Co., Ltd.

Employees and employees : all employees and employees who perform duties under employment contracts in all positions.

Business partners : those who provide goods and services, including labor and service contractors.

Minor labor : workers who are under 18 years of age but over the minimum age for employment under the law.

Forced labor : work in which a person works against their will by means of or by excuse for punishment, or by coercion, threat, or coercion to work or provide services, resulting in a person working against their will or by putting that person in a state where they cannot resist.

Guidelines

In order to create a good quality of life and employee engagement with the company based on fair treatment and mutual respect, the Company has set the following guidelines:

- Child Labor The Company will comply with the law on the minimum age for employment and will not allow young workers to work in a way that is hazardous to their health and development, including affecting compulsory education.

Forced Labor the Company will not commit or support the use of forced labor in any form and will not collect money or seize any identification documents from employees, unless the action is not against the law and does not violate human rights.

- **Non-Discrimination** The Company will respect differences and treat employees equally without unfairly benefiting or depriving employees of their rights due to race, nationality, ethnicity, skin color, ancestry, religion, social status, gender, age, disability or handicap, political ideology, and marital status. In addition, measures will be set to prevent and solve problems related to sexual harassment. The Company will support communities by hiring people in the community, including disadvantaged people in society.
- **Remuneration** the Company shall pay wages, compensation, including living expenses, and various benefits not lower than those specified in the labor law and on time, and shall not deduct employee wages, unless the action is not in violation of the law. In addition, the Company shall comply with the concept of equal remuneration for equal work between men and women.
- **Working hours** The Company shall set normal working hours not exceeding those specified by law and shall ensure that employees' overtime hours comply with the law.
- **Freedom of association and bargaining** The Company shall respect employees' rights to associate or form groups in any form that is not in violation of the law, including participating in the negotiation process in accordance with the legal procedures.
- **Safety, occupational health, environment, and facilities** The Company shall proceed, promote, support, maintain, and continuously improve the safe working environment, prevent any impact on the health and hygiene of employees and related persons, and focus on taking care of, preventing, and reducing the environmental impacts caused by the Company's activities and related persons, by complying with the law. In addition, the Company shall provide sanitary toilets and bathrooms, clean and sanitary drinking water, appropriate first aid supplies, clean and sanitary food storage areas, sufficient and convenient places to eat, and places for storing clean and sanitary food.
- **Protection of pregnant women** The Company will arrange for pregnant women to work safely, at appropriate times, and not jeopardize pregnancy or the fetus. The Company will not terminate, demote, or reduce benefits due to pregnancy.
- **Employment Expenses** In order to comply with the requirements for respecting universally recognized human rights, as stipulated in international labor standards and fundamental freedoms at work, the Company must not charge foreign workers for recruitment services or related expenses to obtain such workers. If it is found that workers have been charged any expenses related to employment, the Company will compensate for those expenses.

- Discipline and Punishment the Company will not use inappropriate verbal punishment or physical punishment, including coercion and physical abuse of employees. Note: In the event that the Company's international standards or customer requirements are higher than the above guidelines, the Company's international standards or customer requirements shall be considered as relevant guidelines as appropriate and not in violation of the laws of the country in which the Company operates.

Effective on March 1, 2023

A handwritten signature in blue ink, appearing to read 'Jonathan Yeow', with a stylized, flowing script.

(Jonathan Yeow)

Managing Director